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EASTERN ILLINOIS UNIVERSITY
FACULTY SENATE
Proceedings of March 15, 1971

MEMBERS PRESENT: Nichols, Green, Barford, Palmer, Downs, Elliott, Tingley, Lenihan,
Funk, Whitlow, Gover, Whalin, Rawls, Kluge

MEMBERS ABSENT: Lahey

Student Observers Present: Midkiff, Marks

Student Observers Absent: Brown

The Proceedings of February 22, 1971 were approved as published.

REPORTS:

- A. Mr. Whitlow submitted the following list of nominees for the various University Councils. A special election to fill the alternate seat on the COTE from the Humanities will be held at the same time. Petition forms have been sent to the departments concerned.

NOMINEES FOR UNIVERSITY COUNCILS

<u>Faculty Senate</u> (5)	<u>Council on Academic Affairs</u> (3)	<u>Council on Teacher Education</u>
Herbert L. Prooks	Gerald F. Carr	Social Studies Faculty (1)
Murray Choate	Joe Connelly	
Earl Doughty	James Martin	Ronald Hinson
Walter Elmore	Roy Meyerholtz	Inez Livingston
Paul Foreman	Anola Radtke	
Michael Goodrich	John Roberts	Science and Math Faculty (1)
Kathleen Howell	Jerome J. Rooks	
Charles H. Johnson	Marian Stromquist Shuff	Lewis H. Coon
Tom Katsimpalis	Sue B. Stoner	Julian J. Hamerski
Richard L. Keiter	Tom Woodall	
Paul F. Kirby		School of Music (1)
Herbert Lasky	<u>Personnel Committee</u> (1)	
Jerome B. Long		James Robertson
David Maurer	Richard C. Funk	Gary L. Zwicky
John T. Moore	Bertrand P. Holley	
Lawrence Nichols	Leo L. Kelly	Division of Elementary and
Wayne Owens	Al R. Moldroski	Junior High Education (1)
John Rearden	Rex Syndergaard	
Robert V. Shuff		Carol Felwig
Robert Sullivan	<u>Council of Faculties</u> (1)	Donald L. Rogers
Lynne Trank		
Bruce C. Wheatley	Eugene R. Carey	<u>Council on Graduate Studies</u>
	Margaret Soderberg	
<u>Interview Committees</u>		College of Letters and Science (1)
College of Letters and Science (1)		Jerry W. Ellis
Harold Balbach		John J. Kelleher
Rebecca Wild		Eugene B. Krehbiel
Not College of Letters and Science (1)		Jon M. Laible
Ewen L. Bryden		Not College of Letters and Science (1)
Robert E. Jones		Rose Ann Bryce
		Fred MacLaren
		Paul Overton

- B. Mr. Elliott reported that there was a special meeting of the Council on University Planning on March 2, to consider the provisions of Master Plan Phase III. The minutes of the meeting were distributed.
- C. Mr. Palmer reported that the subcommittee on Travel of the Budget Committee had met and established a budget for travel for 1971-72.
- D. Mr. Kluge reported that the election will have thirteen different ballot cards. To expedite matters the correct set of cards for different classes of voters will be put in envelopes so that the ballots can be distributed to the voters by the judges quickly on election day.
- E. Mr. Palmer reported on the last Board of Governors meeting which Mr. Tingley was only able to attend briefly. The Board requested more time to study the Master Plan Phase III report. Mr. Morton gave a good preliminary analysis of the Phase III report. A good deal of concern and uncertainty was expressed about next year's budget. Several of the bills affecting higher education which have been introduced in this session of the General Assembly were discussed.
- F. Mr. Tingley reported that the work of the Presidential Selection Committee was moving along well. Six candidates will have been interviewed by this Friday. Three finalists will be chosen from these six. After final interviews the Board hopes to choose the President at the April Board Meeting.
- G. Mr. Tingley reported that the Master Plan Phase III hearing which was held in Charleston last Monday was not very satisfactory. The meeting was cut off early with many people, who had requested to be allowed to speak, not getting to testify orally.

Mr. Tingley appointed Mr. Kluge, Mr. Barford, and Mr. Lenihan, Chairman, as a committee to prepare a statement to the Higher Board on Master Plan Phase III for action by the Senate next week.

Mr. McKenna has finished his term on the Faculty Advisory Committee. Mr. Whitlow nominated Robert White as Eastern's representative on the F.A.C. He was seconded by Mr. Nichols. Mr. Palmer moved that the nominations be closed. He was seconded by Mr. Lenihan. Mr. White was elected unanimously.

COMMUNICATIONS:

- A. From Mr. Maurer a memorandum proposing priorities for sabbatical leaves. His memorandum was referred to the subcommittee on Promotions, Salaries, and Sabbatical Leaves.
- B. From Mr. Gover the following memorandum:

Attached to the Faculty Newsletter of February 26 was a notice stating that "for several reasons your existing insurance coverage through Eastern Illinois University cannot be continued at its present premium." No reasons were given, but only the increased premium.

I would request the Faculty Senate ask the Insurance Committee to visit the Senate to explain why, without explanation, the insurance premium has been increased. Also, I request the Insurance Committee seek bids from other companies to see what their premium might be in comparison with North American Life and Casualty Company.

Mr. Gover moved that the insurance committee be directed to contact other insurance companies to get bids on group life insurance. He was seconded by Mr. Kluge. The Motion passed unanimously.

C. From Mr. Crane the following memorandum:

May I underscore the inescapable conclusion drawn from the figures presented in the Proceedings of February 22. The Faculty Senate has no mandate to change the present system of selecting department heads. About 45% of the faculty returned the Questionnaires, which would suggest that a goodly proportion of the faculty are not particularly interested in the topic and therefore not demanding a change. Of the 267 returned, there was an almost even division between those preferring election and those appointment of department heads.

It may be that a change in title is implied, especially to those with Navy experience.

It may be that appointments could be subject to review every few years. Deans should have to review the records of department chairmen and either keep them or get rid of them. In any case, some system of chair-evaluation should be devised using the authority of Deans or division directors, perhaps with the approval of department members.

D. The following memorandum from Mr. Whitlow:

All of the Faculty members nominated by the Senate for the remaining vacancies on the University Councils have accepted the nomination, with one exception. David Ahlstrom (School of Music) is unable to accept the nomination because he will be on leave next year. He was nominated to the Interview Committee, Not College of Letters and Science.

The Nominations Committee would like to submit for Senate consideration a substitute nominee, Ewen L. Bryden (Recreation). In the interest of time--this is, to allow Don Kluge to receive as soon as possible the completed list of candidates so that the ballots may be printed--would you please consider the proposed nomination of Dr. Bryden and if, for any reason, you feel that his nomination to this committee is not an appropriate one, please contact me by Saturday of this week. If there is no objection to the nomination, I shall draw up, on Sunday, the completed list of candidates and present it at Monday's Senate meeting. If there is an objection, the matter can be discussed at Monday's meeting.

Mr. Kluge moved that Mr. Bryden be accepted as the nominee. He was seconded by Mr. Elliott. The motion passed unanimously.

E. The following communications from the Council of Faculties:

FORMULAS FOR SALARY INCREASES FOR 1971-72 OPERATING BUDGETS

The following guidelines were used in preparation of Operating Budgets for 1971-72 in all institutions of higher education in Illinois. The "Task Force on Salaries" established the formula material and presented it to the Board of Higher Education in August for adoption.

1. SALARY INCREASES

1. 1969-70 RECOMMENDATIONS FOR WHICH STATE FUNDS WERE MADE AVAILABLE FOR SALARY INCREASES

Enter on Line 1.1. of the Operating Appropriation Request Form the 1969-70 funds for salary increases recommended by the Board of Higher Education and provided by the General Assembly.

2. 1970-71 FUNDS RECOMMENDED FOR WHICH STATE FUNDS WERE MADE AVAILABLE FOR SALARY INCREASES

Enter on Line 1.2. on the Operating Appropriation Request Form the 1970-71 funds for salary increases provided by the General Assembly.

3. 1971-72 REQUEST FOR SALARY INCREASES

DEFINITIONS: The salary base used for salary increase calculations for 1971-72 will be the 1970-71 state funds specifically budgeted for salaries and wages for the following three classes of employees:

"Academic" will include all academic line items (budgeted positions) and lump sum provisions for academic personnel including graduate assistants and administrative staff not on civil service.

"Nonacademic" will include all civil service positions and positions for nonacademic temporary employees and overtime, but not provisions for student help.

"Student Wages" will include positions and lump sum provisions for student help.

a. ACADEMIC SALARY INCREASES

(1) To calculate the market movement percentage, multiply 4.4% times the defined academic salary base on 1970-71 to generate the total dollars for academic market movement.

Salary money per credit hour produced, shown at the left () - semester hours.

(2) Add, based upon 1970-71 budgeted annual semester credit hour production (i.e. actual summer and actual fall, 1970 plus projected winter and spring, 1971) the following increments to be considered as merit increases:

(\$.34) (a) \$200 for each 584 semester (876 quarter) hours of Lower Division student credit hours. (A factor of 484 semester hours or 726 quarter hours was used for 1970-71 calculations.)

(\$.71) (b) \$300 for each 425 semester (638 quarter) hours of Upper Division student credit hours. (A factor of 360 semester hours or 540 quarter hours was used for 1970-71 calculations.)

(\$1.53) (c) \$400 for each 261 semester (392 quarter) hours of Graduate I student credit hours. (A factor of 212 semester hours or 318 quarter hours was used for 1970-71 calculations.)

(\$3.19) (d) \$600 for each 189 semester (284) quarter hours of Graduate II student credit hours. (A factor of 152 semester hours or 228 quarter hours was used for 1970-71 calculations.)

(e) For noninstructional academic staff:

1. \$330 for each academic staff member budgeted full-time to laboratory school in the 1970-71 internal budget.

2. \$440 for each FTE academic staff, excluding graduate assistants and research assistants, budgeted in library public service, organized research, and administration in the 1970-71 internal budget.

(Department chairman and student teaching coordinators devoting half time or more to administrative functions may be included at .5 FTE.)

(3) Sum the dollar amounts calculated in steps (1) and (2). This represents the academic salary increase for 1971-72 over the 1970-71 base.

(4) Calculate the overall percentage of increase by dividing the amount derived in (3) above by the 1970-71 base.

The overall percentage of increase for the five institutions under the Board of Governors of State Colleges and Universities are as follows:

Western Illinois University	6.85%
Eastern Illinois University	6.8 %
Northeastern	7.5%
Chicago State	6.84%
Governor State	6.49%

(Note: The value or merit in listing the above figures is not to give any indication concerning salary amounts for 1971-72 -- but to indicated comparisons between the

institution, particularly as they pertain to the level or kind of credit hours produced. Funds -- generated in the aggregate for Operating Budgets -- are determined by formula, using the credit hours produced by that institution.)

- F. The minutes of January 12, 1971 of the Employee Advisory Committee on Retirement were received. It was given to Mr. Kluge for abstracting.
- G. Mr. Downs submitted a report from his subcommittee with recommendations concerning salary, sabbatical leave, and promotion.

Mr. Elliott reported that the subcommittee on Tenure and Dismissal has been meeting. He hopes to submit a document next week.

- H. Minutes of the Council of Instructional Officers for February 19 and February 26, 1971.

The meeting adjourned at 1:40 p.m. The next scheduled meeting of the Faculty Senate will be on Monday, March 22, 1971, at 12:00 noon in the Heritage Room of the University Union.

AGENDA:

- 1. Personnel Matters
- 2. Classroom Visitation
- 3. Registration
- 4. Enrollment Policy for Faculty

Edwin Whalin
Secretary